



MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Sachi A. Hamai, Executive Officer-  
Clerk of the Board of Supervisors  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

At its meeting held September 25, 2007, the Board took the following action:

40-B

Supervisor Antonovich made the following statement:

“There are hundreds of positions within the County that are held by employees on long-term leaves of absence who fail to report to work. In order to obtain the most effective use of budgeted positions, Departments need to be aware of which positions are filled by employees who show up for work on a regular basis and those who are often absent for long periods of time. There needs to be more oversight of employees who are on long-term leaves of absence. There is a cost to the County in lost productivity and efficiency when employees who are on leave must be replaced by either temporary employees or pulled from other areas within a Department.”

Therefore, on motion of Supervisor Antonovich, seconded by Supervisor Yaroslavsky, unanimously carried, the Chief Executive Officer was directed to take the following actions:

1. Work with County Departments to identify the number of employees on long-term absence, whether physician documentation is current, whether accommodations have been offered, etc.; and
2. Report back on Countywide policies and procedures for Departments to follow to ensure that appropriate measures are implemented by Departments to address this issue, including a report back on the return-to-work function in each Department.

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Copies distributed:

Each Supervisor  
Chief Executive Officer  
County Counsel